

Retention of CS faculty

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Perceptions

- Faculty attrition has become a significant problem
 - Faculty are being lost to industry
 - Faculty are being lost to competitor departments
- These combined effects are serious and increasingly problematic; many of our best faculty have gone elsewhere

Data

- Taulbee survey
 - Total faculty losses in a given year
 - Losses to other academic units and to industry
 - Data available for several years running
- R/R survey of dept chairs (Ph.D. and UG)
 - Losses during past 3 years
 - Reasons why people left (and didn't if they considered leaving but ended up staying)
 - Chief retention issues and institutional support
 - Leave policies

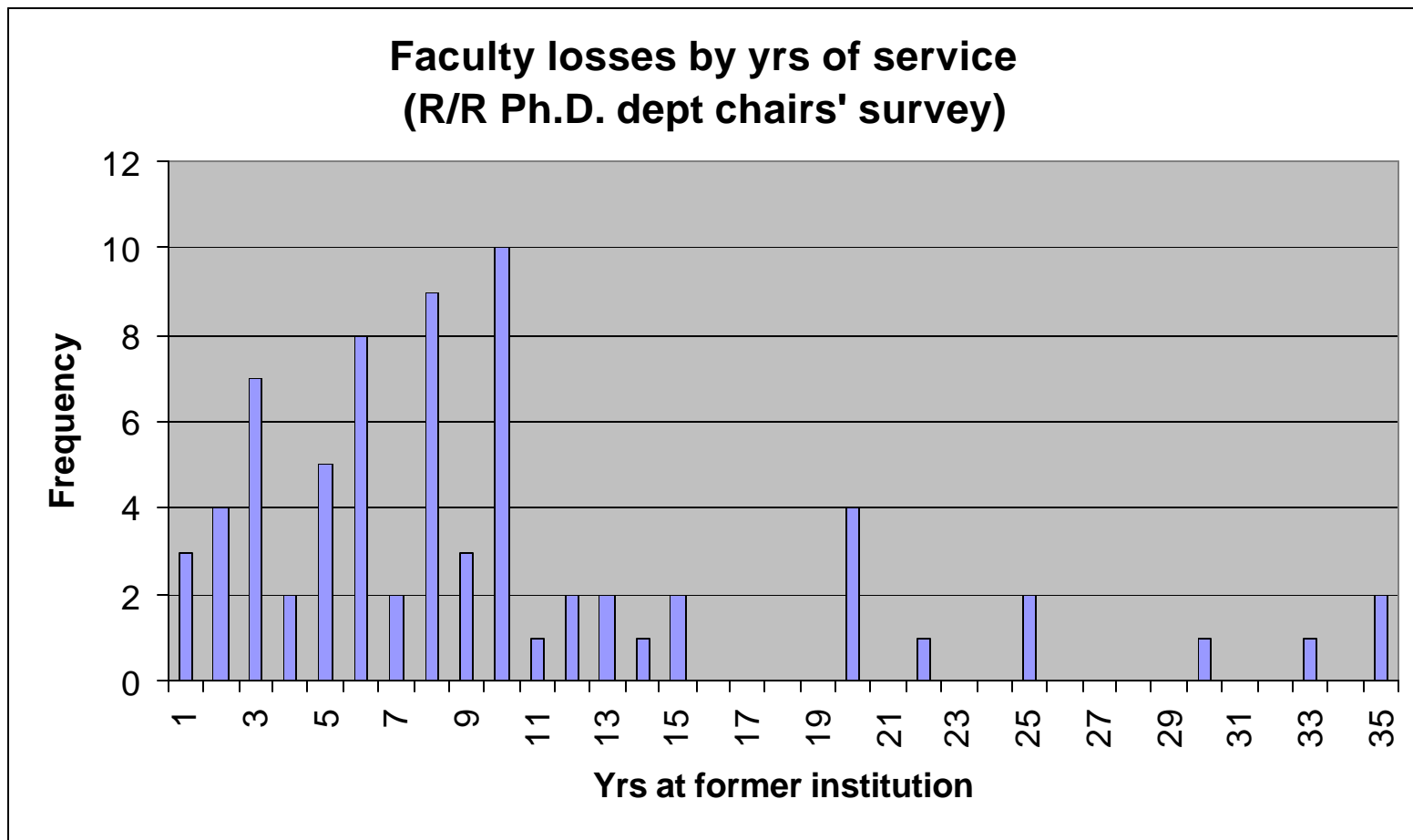
Data (cont'd)

- R/R survey of recent academic job changers
 - Reasons why they left
 - Criteria for where they applied for new position, and how they decided among competing offers
 - Things former dept could've done to have made them stay

Overall losses

- Taulbee shows total losses of 1.95/dept in FY01, up from 1.36 in FY99
- Avg dept size is 20-25 t-t faculty (over 30 in top ranks, less than 20 in lower ranks)
- => total loss rate averages <10%/yr/dept, exclusive of those on LOA

When do losses occur?



Losses to industry

- Taulbee shows about .35-.4 per dept per year to industry during the past 3 yrs (steady during this period)
- R/R dept chair survey showed avg of 2 persons per dept on non-sabbatical leave during past yr (several of these may become departures in subsequent years, if not for dot.com crash)

Losses to other academic depts

- R/R dept chair survey showed half of all losses were to other academic depts (most in same tier; about same fraction moving up as moving down)
- Taulbee survey shows just over 40% go to other academic depts
 - .75-.8 per year per dept to other depts in each of past 2 yrs, up from .48 per year in FY99

- Job changers survey: those from a given tier went to higher ranked institutions than did new hires from same tier (this may be a skewness of our sample of job-changers)

Factors mentioned most by dept chairs as influencing departures

- Appeal of industry
- Personal reasons
- Salary
- Dept ranking/reputation

Factors mentioned most by recent job-changers as main reasons why they left

- Access to quality grad students (M&W)
- Dept morale/culture (M&W)
- Salary (M)
- Presence of research colleagues (W)

Better institution support was cited most frequently as making a difference in their willingness to stay at former institution

Factors influencing where to apply (job-changers)

- Dept ranking/reputation (M&W)
- Access to quality grad students (M&W)
- Presence of research colleagues (W)
- Geography (W)

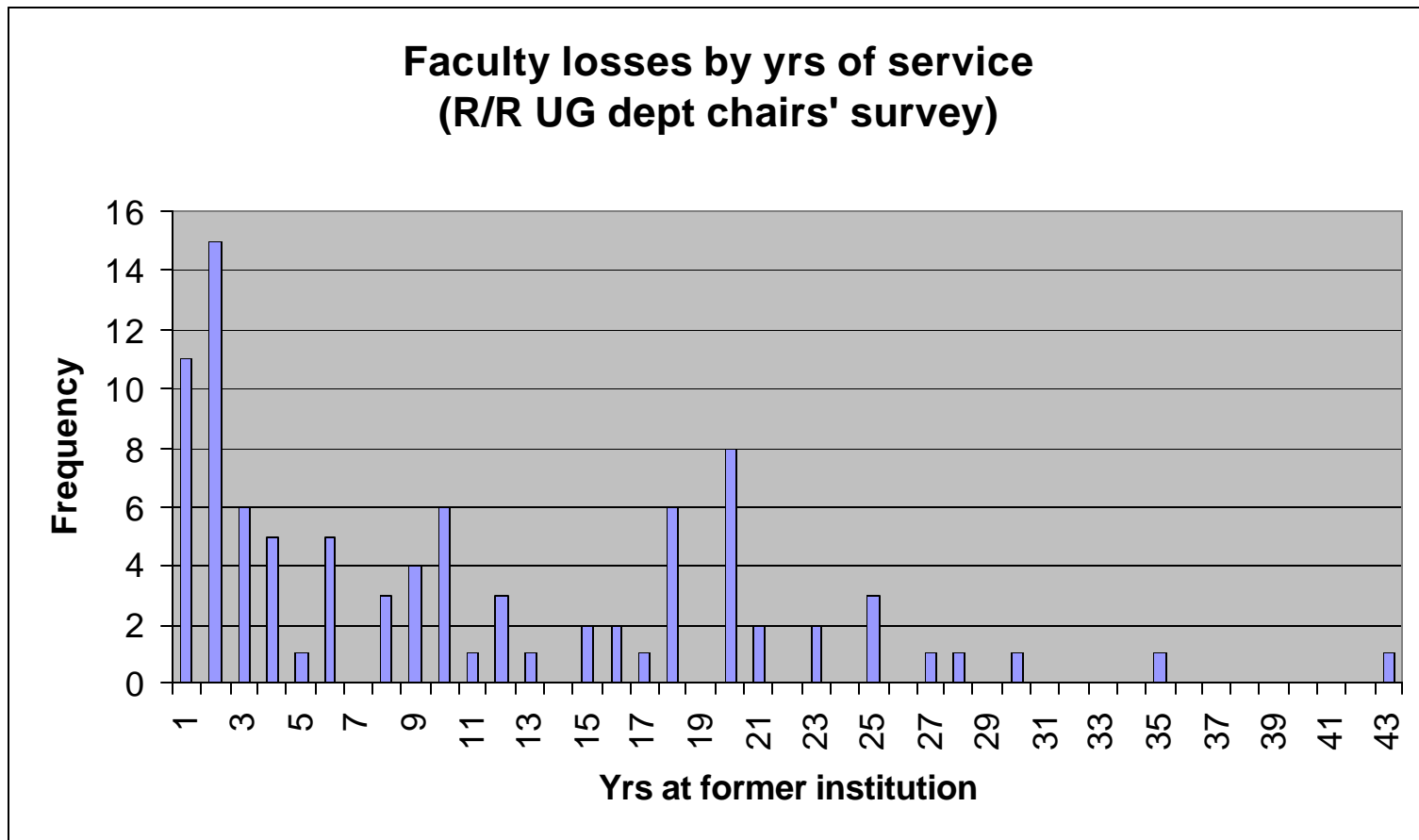
Factors influencing decision among multiple offers (job-changers)

- Dept ranking/reputation
- Geography
- Access to quality grad students
- Salary
- Presence of colleagues in research area

Undergrad colleges

- Avg t-t size is 6.4
- Total losses of 1.1 per dept over 3 yrs (~6%/yr/dept)
 - 21% to industry
 - 37% to other academic depts
- Most leave for personal reasons, death or retirement, rather than salary, workload, or dept reputation

When do losses occur?



Possible conclusions

- Rise in attrition rate makes depts feel that there is a serious retention problem, though actual percentages are, on avg, not large
- Losses, coupled with those on LOA may amount to significant percentage of previous year's faculty (~25% incl sabbaticals)
- In certain depts, particularly lower ranked, larger fraction of best people may be away or leaving, creating serious obstacles to sustaining and improving their position